DISTRICT COUNCIL
No 1.
of COOK COUNTY.

WORKING RULES and SCALE OF WAGES

From March 17, 1902
to May 1, 1903.

International Brick,
Tile and Terra Cotta
Workers Alliance.

WORKING RULES
FOR 1902.

SECTION 1. All employees employed on brick-yards who are classified in the scale of wages shall be members of the International Brick, Tile and Terra Cotta Workers' Alliance.

SECTION 2. Eight hours shall constitute a day's work, forty-eight hours shall constitute a full week's work. In case of lost time, such time may be made up within the same week, but no more than forty-eight hours actual brick-making in one week. In case of stoppage of machinery which is not more than one quarter of an hour at any time, such time shall not be made up, and employees shall receive full pay for such time as actual brickmaking.

SECTION 3. Work performed on Sundays or on New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid for as double time, and all overtime as time and one-half, except in case of dryer men and burners, and except in case of actual necessity, when for the proper running of the brickmaking machinery only, repairs must be made or any other work must be performed

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which cannot be done while the machinery is in operation; such work may be done after or before the regular hours established, or on Sundays, and shall be paid for at the regular rates.

SECTION 4. All yards shall have a stated pay-day, and all employees shall collect their wages at least semi-monthly, except setters, wheelers and wallers, who shall be paid for kilns completed within the time for which the pay-roll is made. If not completed may draw on account for arches complete if desired. Men discharged will collect their pay within 48 hours after dismissal. In case a yard is shut down by the employer, all demands for labor shall become due and payable within four days thereafter. Men leaving their employment will collect such amounts as may be due them at the next regular pay-day. The Bernice district to be paid in cash if arrangements cannot be made to have checks cashed.

SECTION 5. On each yard an employe may act as Steward, who shall hear complaints and grievances of all kinds, and if he finds them well founded he shall endeavor to adjust the same with the employer or his representative, and may call in the President of his local union to aid him. Failing in this, they will report the case in

writing to the Business Agent of their Council. In case the business Agent cannot settle the difficulty, the matter in dispute shall be left to arbitration, the employer interested selecting one, the District Council one, and if these fail to agree, they shall select a third. A decision of the majority of the three thus selected shall be binding upon all parties. Pending such arbitration, work shall be continuous, the whole object of this section being to prevent strikes on the part of the employes and lock-outs on the part of the employers. The expense of all such arbitration shall be equally shared between the parties thereto. Such arbitration committee to meet within two working days after being notified of the agreement.

SECTION 6. It is further agreed that the Business Agent of the District Council shal have access to all yards of manufacturers signing this agreement during working hours.

SECTION 7. The label of the International Brick, Tile and Terra Cotta Workers' Alliance and the name, initial or number of yard of the manufacturer shall be placed on all brick manufactured. Said label shall at all times be the property of the International Brick, Tile and Terra Cotta Workers' Alliance, and may be with-

drawn at any time for any violation of the agreement.

SECTION 8. On yards where regular walling gangs are employed there shall be three wallers and daubers on yards operating two machines. Wallers and daubers shall not work to exceed forty eight hours in one week at that work, and shall pay all helpers whom they employ at the rate of forty cents per hour. On yards where no regular gang of men is employed for the work of walling and daubing, such work may be done by men who are not regularly employed. It being understood that all such men be treated alike and receive equal pay, and that the eight hour day be adhered to as strictly as possible.

SECTION 9. There shall be at least five setting gangs, composed of one setter and two tossers per gang for each and every one hundred thousand brick made on dryer yards, and four gangs, composed of one setter and three wheelers per gang for each and every one hundred thousand brick on hacks and floors, and an additional gang for each additional twenty-five thousand or over, the same rule to apply pro ratio on yards making less than one hundred thousand.

SECTION 10. The maximum size of kiln burned brick shall be $2\frac{3}{8} \times 3\frac{7}{8} \times 8\frac{1}{4}$ inches. It is

hereby agreed that in case of any wilful violation of Section 10, that if in the judgment of the Steward of the yard or President of the local union that said section is being violated, and if the matter cannot be adjusted with the superintendent or foreman of the yard, then they shall appeal to the General Superintendent of the Company, or his representative, and the business agent of the District Council, or his representative, and they failing to adjust the matter, then such yard is to be closed down and remain closed until this section is complied with, without submitting to arbitration.

SECTION 11. The limit of wheeling green brick shall be six sections; any distance over this shall entitle each gang to one extra wheeler, and wheeling across one kiln shed into another shall entitle each gang to an extra wheeler.

SECTION 12. These working rules and scale of wages shall go into effect March 17, 1902, and continue in force until May 1, 1903. If any change in these working rules or scale of wages is desired for next year the party so desiring it to give the other party notice thereof, said notice to be given ninety days prior to the expiration of this agreement.

SCALE OF WAGES
FOR 1902.

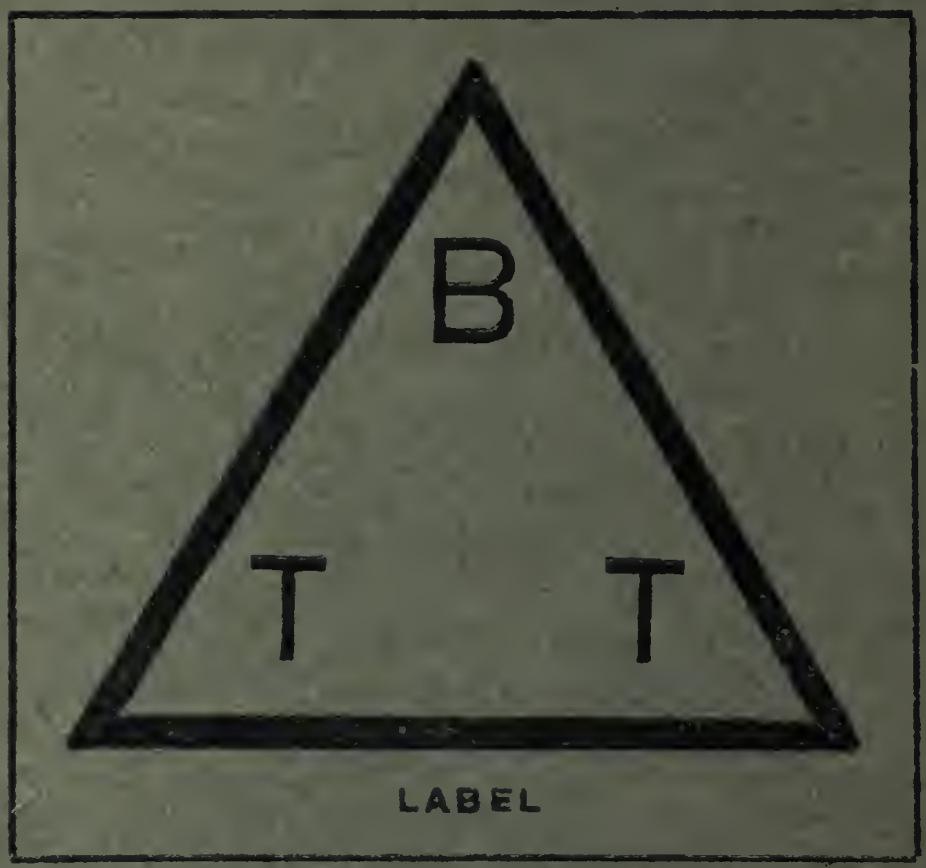
	PER HOUR
Steam Shovel Cranemen	30
Men in front of Shovel	25
Other work in Clayhole	25
Hoist men, one machine	25
Hoist men, two machines	27½
Granulator men	25
Roller men, one machine	25
Roller men, two machines	32½
Hopper men	25
Machine men	30
Doubler men	30
Belt men	25
Belt men at yards 1, 20 and 24	22½
Belt men at yards 22, 23a and b, 25, 30 and 31	25
At yards 3 to 19 exclusive not in agreement.	
Belt Wheelers and Hackers on Hacks,	30
Belt Wheelers and Hackers on Floors,	28⅛
Dry pan men	25
Car shover in dryer	28⅛
Dryer men 12 hours	22½
" 8 "	25
Rostabouts, this to apply to operation of the yard and not to apply to reconstruction	25

Shovelers in clayhole. 28⅛
Cart drivers in clayhole 28⅛
Plow men in clayhole 28⅛
and shall receive extra pay for sprinkling.
Hackers from cars on open yards 28⅛
Transfermen on open yards 26½
Car shover men on open yards 26½
Truckers men on open yards 25
Hackers from Trucks, open yards 25
Head burner, 5 arches or majority fraction thereof, per man 30
Second burner, 5 arches or majority fraction thereof, per man 25
Helpers burner, 12 hours 23½
8 hours 25
Setting and tossing from cars 50
Divided as follows: Setter 17
2 tossers . . . . 16½ each
On amount set.
Setting and wheeling from floors and Hacks.. 53
Divided as follows: Setter 14
2 tossers . . . . . 13 each
On amount set.
All plating and stringers to be counted and paid for as green brick set.
All extra wheeling and piling of double coal under shed 53
Loading burnt brick in cars 32

Loading burnt brick on wagons..... 14

Or $2.50 per day of 8 hours where work is steady.

All piling down of burnt brick under shed ... 32

Walling and daubing, per arch 2.40

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